



Summer 2006

Montana Department of Corrections The Correctional Signpost



Mike Ferriter replaces Slaughter

By Bob Anez
DOC Communications Director

Mike Ferriter, with 29 years of experience in Montana corrections, took over as head of the state Department of Corrections on July 1.

He replaces Bill Slaughter, who retired as director June 30 after three decades of public service. Slaughter

announced his decision to retire May 26, just a few months after becoming eligible for his state pension.

"It's not a sad day," he told one reporter during an interview following the announcement. "I am ready to retire and do



Ferriter



Bill Slaughter, center, announces his retirement in a meeting with central office staff May 26. More photos on pages 2 and 3.

something else, try something different."

Ferriter, 51, said his decision to take the top job was a "natural step for me to make at this point in my life. I've made the Montana Department of Corrections my career."

"I'm honored by the confidence that Gov. Schweitzer has shown in ap-

pointing me to this crucial position," he said.

Slaughter applauded the governor's choice, saying Ferriter's expertise in community corrections will be vital as the department continues increasing the emphasis on such programs and services.

"He's the right guy at the right time," Slaughter said.

Ferriter, who spent the month of June working with Slaughter on the transition, said he has no immediate plans for changes in the department. (See column on Page 7.)

A Butte native, Ferriter began working in the correctional field in 1977 as a Youth Court officer at Great Falls. He later was a parole officer, prerelease center director, and chief of probation and parole. He became administrator of the Adult Community Corrections Division in 1995.

Slaughter, who said he has no immediate post-retirement plans, noted that he missed being with his family and was tired of the long commute.

Meth program gets national eye

The Corrections Department's program to establish methamphetamine treatment centers in Lewistown and Boulder has drawn national attention.

The April 24 edition of *Newsweek* cited the Montana project as an example of states' innovative efforts to respond to the meth "epidemic."

"By placing meth users in intensive treatment programs and isolating them from convicts who can teach them new criminal skills ... state officials hope to reduce high recidivism rates among addicts," the weekly news magazine reported.

The article quoted Gov. Brian Schweitzer talking about the need for such treatment programs as an alternative to

fix this," the governor told *Newsweek*. "Jail doesn't get the demons out."

The article noted that judges will be able to sentence offenders to one of the treatment centers and that the programs will include group counseling, individual therapy and seminars on work, family and life skills.

It also said that case managers will monitor offenders once they complete the programs to ensure they continue to obtain additional treatment.

The 80-bed male center at Lewistown is expected to open by early February 2007 and the 40-bed female program in Boulder should be operating shortly after that.

Ferriter

FROM Page 1

between his home in Hall and his office in Helena for the more than five years he had been director. "It's been a struggle balancing home and work."

He acknowledged no time is the best time to leave a position such as department director, but that this seemed like the right time for him. Slaughter said the budget preparation process is well under way, contracts for the meth treatment program have been awarded and the department is on the right path toward putting more emphasis on programs offering alternatives to prison.

"It's been a honor to serve two governors as temporary steward for this department," he said. "But the greatest honor was to have the opportunity to be associated with such a dedicated staff of professionals throughout this agency."

Slaughter, 55, became director in January 2001 after being appointed by then-Gov. Judy Martz. Although a Republican, Slaughter was retained as director when Democrat Brian Schweitzer became governor four years later.

A Havre native, Slaughter grew up in Helena and graduated from Helena High School in 1970. He is a 1974 graduate of the Montana Law Enforcement Academy and earned a bachelor's degree in social justice from Montana State University-Bozeman the following year. It was then he began his law enforcement career as a deputy with the Gallatin County sheriff's office.

In reviewing his tenure as director, Slaughter said he was most proud of having helped re-establish the department's credibility and improve communication with the Legislature. He also cited the agency's ability to manage 77 percent of the offender population in programs other than prison.

Since 2001, the department has added more than 500 beds in prerelease centers, opened an extremely successful treatment center for fel-

ony DUI offenders, constructed a new reception center for incoming inmates at Montana State Prison and collected nearly \$5 million in victim restitution payments.

A regional prison in Missoula was transformed into a center for screening and assessing offenders to determine where they should be placed in the corrections system. The facility diverts about three out of every four offenders from going to prison.

The department also opened an innovative program designed to give a second chance to offenders who violate conditions of their community placement, Slaughter oversaw the conditional release of some 700 offenders in 2003 to deal with a severe shortage of state funding and the launching of a Web site where the public can find information about thousands of offenders who are or have been under supervision of the department.

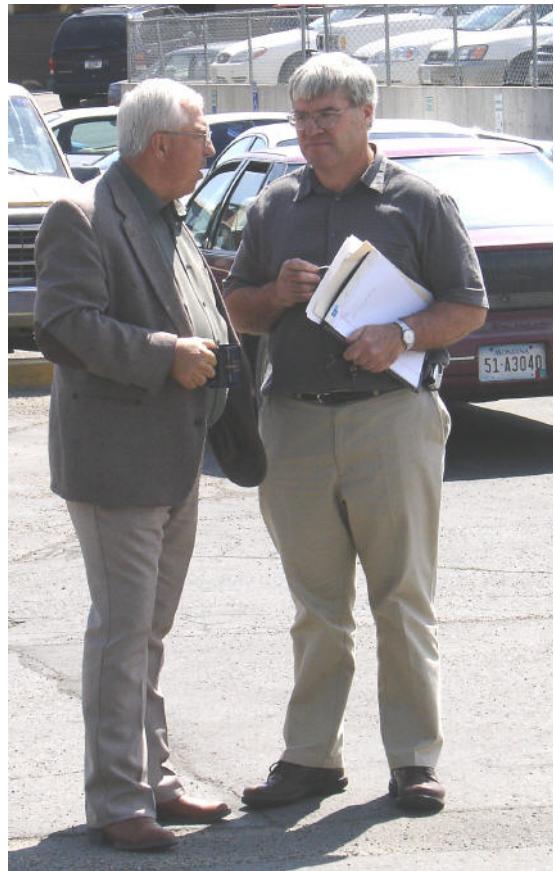
"I leave with a deep sense of pride in what we accomplished in corrections," Slaughter said.

In a personal meeting with staff from the central office, Slaughter thanked them for their hard work and dedication. He said that, as a private citizen, he will sleep better knowing the quality of those working throughout Montana's correctional system.

"I tried to be a director from the heart," he told the employees.

In a statement issued the day of Slaughter's announcement, Schweitzer said, "Bill will be missed. His dedication to public service is commendable. I have enjoyed getting to know Bill and it has been an honor to have him as part of my Cabinet and team."

Slaughter said he has no specific plans for his retirement, although he and his wife Renee are renovating their home and he purchased several head of cattle in June.



Bill Slaughter, left, and Mike Ferriter have a parking-lot talk moments before Slaughter announced his retirement May 26.

Mike Ferriter

Home: Montana City

Age: 51

Born: Aug. 9, 1954, Butte

Spouse: Betty

Children: Erin, Colleen, Mark, Mike, Kevin

Education: Graduated from Butte Central High School, 1973; bachelor's degree in vocational rehabilitation, Eastern Montana College, Billings, 1977; completed course work for master's degree in public administration, University of Montana, 1982

Employment: Youth Court officer, Cascade County, Great Falls, 1977-79; juvenile parole officer, Montana Department of Institutions, Missoula, 1979-82; prerelease center director, Missoula, 1982-87; probation and parole chief, Montana Department of Corrections, Helena, 1987-91; chief, Community Corrections Bureau, MDOC, Helena, 1991-95; administrator, Community Corrections Division, MDOC, Helena, 1995-present

MWP sweat lodge nearly ready

It rests on a quiet, semi-private swath of grass at Montana Women's Prison and offers spiritual healing to all those who enter.

The Billings prison's first sacred American Indian sweat lodge, expected to open by early August, is a collaborative effort of Warden Jo Acton, Deputy Warden Michael Aldrich, counselor Sue Orand, Big Horn County Sheriff Larson Medicine Horse, and Jim Mason, American Indian liaison for the Department of Corrections.

An initial meeting involving that group was held in February at the prison. The site chosen for the sweat lodge provides a safe and secure environment while allowing prison staff a clear view of the site and inmates' movements.

A sacred sweat lodge – sometimes called a purification lodge – is for communal prayer and personal healing.

For Indians, entering the sweat lodge is to return to the womb of mother Earth for purification, strength, guidance and for physical, emotional, mental and spiritual healing.

Rocks, fire, wood and water are all used in the process. Participants offer their suffering and prayers for those who are sick or in need of help, and for all creation. The prayers are spoken, chanted and sung for the interrelated nature of all life.

There are typically four periods of prayer called "rounds" or "doors." Each round ends with a prayer or a shout "for all my relations" – relationships with the land, trees, rocks, mountains, lakes and all living things – as the door flap is thrown open and the cool breath of grandfather welcomes all into new life.

Everything about the sweat lodge is ceremonial and sacred, from the con-

struction of the structure and creation of the fire to the disposal of the ashes.

Participation in the sweat lodge is not usually limited to those of Indian ancestry alone. But non-Indians need to have an understanding of Indian traditions and culture.

Following the February meeting, another was held in early March, with Aldrich, Medicine Horse, Orand and Mason and approximately 70 Indian inmates at the prison. At that gathering, Medicine Horse held a smudging with sweet grass, and each inmate was invited to approach and participate in the ceremony.

Afterward, Medicine Horse spoke with the inmates and explained the significance of and the protocol for partaking in the sweat lodge ceremony. The inmates were excited and emotional about the sweat lodge and several thanked

those involved in the planning.

At an April meeting, Medicine Horse and eight other traditional drummers and singers sang traditional Crow and Lakota songs for about an hour to an audience of more than 80 Indian inmates. Many of the inmates cried and moved in unison with the traditional drumming.

Medicine Horse ended the meeting by telling the inmates that "the next time you see us will be at the new sweat lodge."

Mason presented each of the singers with bundles of sage and sweet-grass braids.

A representative group of inmates thanked Acton, Aldrich, Orand, Medicine Horse and Mason for their support. The inmates presented the singers with two handmade pieces of Indian art in appreciation for their attendance.



Gov. Brian Schweitzer joined central office staff on June 29 to say goodbye to Director Bill Slaughter. Schweitzer told Slaughter: "Thanks for your service. Thanks for being part of the team."

Slaughter told the gathering, "It's been a good ride."



Dozens of central office staff and friends gathered in the annex conference room to mark the retirement of Director Bill Slaughter. Also attending were Lt. Gov. John Bohlinger, Schweitzer Chief of Staff Bruce Nelson, budget director David Ewer, Indian affairs coordinator Reno Charette, and several Cabinet members, including Keith Kelly, Mary Sexton, Richard Opper, Joan Miles and Jeff Hagener.

Department changes focus on health services

By Bob Anez
DOC Communications Director

The Department of Corrections, which spends more than one out of every \$10 to provide health care for the inmates in its charge, has shuffled several administrative programs to improve the way it handles that large piece of the budget.

Then-Director Bill Slaughter announced in April the creation of a new division to provide better coordination of health care services throughout the corrections system, upgrade management of information, and allow more efficient planning when new programs and facilities are necessary.

"We've always felt there was a need for more focus on health planning," Slaughter said. "These changes reflect new priorities for the department that are driven by the individualized needs of inmates."

The changes were made using existing authorized staffing levels, he said.

The new Health, Planning and Information Services Division includes three bureaus: health services, information and business



Hamel

technology, and planning management. It will be headed by Gary Hamel, who joined the department in March to head the Centralized Services Division.

That division, renamed the Administrative and Financial Services Division, focuses primarily on agency budgeting and fiscal responsibilities. Rhonda Schaffer, a 14-year veteran of the agency and chief of the department's Fiscal Bureau for nearly four years, is administrator.

Hamel said his move to the new division was a natural one for someone with his background, particularly his training in project management.

"I look at this as a fresh challenge for me to help the department tackle health care, one of the most serious issues facing corrections throughout Montana and across the country," he said.

The department spends about \$12 million a year on health care for offenders, or about 10 percent of its annual budget. An estimated 900 inmates have some type of chronic health problems.

Not only are health care costs rising rapidly for the department – just as they are for all Montanans – but the inmate population presents special challenges, Hamel said.

Offenders are requiring more extensive health care because they are an aging population with more extensive health problems, largely due to drug abuse such as methamphetamine, he added. Ten years ago,

about 25 percent of inmates were older than 40; today, that number is almost 40 percent.

The new division will be involved in a collaborative effort between corrections and the Department of Public Health and Human Services to improve coordination of mental health services and programs administered by the two agencies.

"With the Corrections Department being Montana's largest provider of mental health services, the addition of a behavioral health facilitator offers us a chance to improve services to those offenders with mental disorders," Slaughter said.

The financial services division will be responsible for all budget planning, oversight of collection of restitution and supervision fees from offenders, payroll, accounting services, development of grants, and management of more than 200 contracts.

"I'm looking forward to this new role of overseeing a two-year budget of \$267 million for an agency that takes seriously its obligations of ensuring wise use of that money to provide public safety and making a difference in the lives of thousands of offenders," Schaffer said.

The changes involve more than 50 employees.



Schaffer

Montana's largest provider of mental health services, the addition of a behavioral health facilitator offers us a chance to improve services to those offenders with mental disorders," Slaughter said.

The financial services division will be responsible for all budget planning, oversight of collection of restitution and supervision fees from offenders, payroll, accounting services, development of grants, and management of more than 200 contracts.

"I'm looking forward to this new role of overseeing a two-year budget of \$267 million for an agency that takes seriously its obligations of ensuring wise use of that money to provide public safety and making a difference in the lives of thousands of offenders," Schaffer said.

The changes involve more than 50 employees.

Boot camp staff join torch run in Deer Lodge

Sixteen employees from Treasure State Correctional Training Center took part in

the Montana Law Enforcement Special Olympics Torch Run on May 10.

TSCTC staff have participated in the torch run since the facility moved to Deer Lodge in 1997. This was the fifth consecutive year that boot camp employees were selected to carry the torch through Deer Lodge.

Rich Collins, John Cavanaugh, Dave Fogerty, Joe Fink, Cory Frankovich, Jacob Lindau and Serena Spotted Elk continued with the torch from Arrowstone Park to the Racetrack exit on Interstate 90, for a total run of almost 10 miles.

The torch run began in Montana in 1985. Since

then, thousands of dollars have been raised each year for Montana Special Olympics athletes. In 2004, more than \$240,000 for Montana athletes was raised through the statewide torch run, special event fundraisers, sponsorship pledges and torch run T-shirt sales.

Hi-tech takes on DUI offenders

By Bob Anez
Communications Director

In a state considered the second most deadly when it comes to drunken driving, the Montana Department of Corrections has a new tool for combating the problem.

And it's working.

Using state-of-the-art technology, the department launched a pilot project in January that allows for around-the-clock monitoring of felony DUI offenders on parole or probation to determine if they start drinking again.

During the first three months of operation, the program involved 35 offenders and none were detected drinking. Normally, officers can expect one out of every five DUI offenders to violate conditions of their release by drinking.

"The monitoring system not only allows us to detect alcohol, but serves as a deterrent to offenders," said Mary Aggers, a parole officer in Billings where the pilot project was started.

The system is known as SCRAM, or Secure Continuous Remote Alcohol Monitor, and uses a bracelet that attaches to an offender's ankle. Every hour, the de-

vice samples emissions through the skin to determine whether any alcohol is present. Technically, the bracelet measures the "transdermal alcohol concentration."

"It can be applied to all offenders," said Aggers, whose roster of DUI offenders is the focus of the trial. "It's top of the line. Other systems are hit and miss."

She said the device can detect residual alcohol through the skin even when



a person's blood-alcohol level reads zero.

SCRAM is used on offenders released from the WATCH program, which provides six months of intensive treatment for those convicted of felony DUI, and for similar offenders

returned to the community from prison or prerelease centers. Some offenders facing a court date for a revocation proceeding due to drinking also have been in the program.

The project has only 20 bracelets, so the large number of offenders to be served limits duration of monitoring to 60 days, Aggers said.

She said the ability to monitor offenders 24/7 is a significant improvement over the typical procedure of reporting for an alcohol-breath test as few as 15 times a month.

Data from a bracelet is automatically transmitted daily through a phone line and modem. The state has a contract with Alternatives Inc. in Billings to monitor the system and report any "alerts" to probation and parole officers.

The service costs \$15 a day per offender, but Aggers said it is much more effective than ignition interlock devices designed to prevent those whose breath shows they have been

drinking from starting their vehicle.

She said SCRAM is versatile. It can be used on offenders living in outlying areas of southeastern Montana and can even transmit

from motel rooms if an offender is on the road with a travel permit.

In addition to alerting authorities that an offender is drinking, the bracelet issues a warning when an attempt is made to tamper with the monitor or interfere in its ability to measure the skin's emissions. Aggers said four instances of tampering attempts occurred in the project's first three months.

Alcohol Monitoring Systems Inc., which manufactures SCRAM, boasts that its continuous monitoring system is crucial for tracking illegal drinking because the body metabolizes alcohol so quickly that it leaves no trace behind for more traditional detection devices.

National reports routinely list Montana as one of the nation's worst states for drunken driving deaths.

IT Bureau Chief Daugherty re-elected to national, state positions

John Daugherty, who has headed the Department of Corrections Information Technology Bureau for five years, continues to be recognized by his peers for excellence in his profession.

In May, he was re-elected for a third year to the five-member national Corrections Technology Executive Board during a meeting of the association in

Santa Fe, N.M. The following month he was re-elected chairman of the State Information Technology Managers Council.

The Corrections Technology Association is a public, nonprofit network of professionals actively involved in leveraging technology in the field of corrections. Members of the association are mostly chief information officers, IT directors, and operational and

administrative staff from federal, state, provincial, county and local corrections agencies.

The Information Technology Managers Council represents, communicates and champions agency and enterprise needs and advises the Department of Administration on technical issues concerning information technology in state government.

Billings officer reaches milestone

**By Bob Anez
DOC Communications Director**

When John Boyd sat down to interview the offender as the first step in preparing a pre-sentence investigation, he couldn't place the face. By the end of the interview, he realized the man sitting across from him was the bully from the Billings neighborhood where Boyd grew up.

It was a bit of irony in Boyd's 16-year career in corrections that still brings a smile to his face.

Boyd recently passed a milestone with the Montana Department of Correc-



Boyd

tions, completing his 1,000th pre-sentence investigation, or PSI. These documents, Boyd says, are a valuable tool in the criminal justice and correctional systems.

"It provides the basis for reference," he said in a recent interview.

"It's the way that you can get a quick thumbnail sketch. It's a starting point for people to know some information about an offender."

As a probation and parole officer, Boyd works as one of three full-time PSI writers in the Billings office. Each report takes a total of four to five hours of preparation over a pe-

riod of days or weeks, and he completes about 200 of them a year.

Boyd, 45, is assigned to District

MILESTONE, Page 7

Infirmary staff earns national certification

Three employees of the Montana State Prison infirmary have earned professional certification in the field of correctional health care.

Cindy Hiner, director of nursing; Kristy Boese, chronic care manager; and Daniel Troupe, physician assistant, are recognized as certified correctional health professionals after demonstrating a mastery of national standards and the knowledge expected of leaders working in this field. They are among nearly 2,000 correctional health care professionals nationally with this distinction.

The designation is a symbol of accomplishment and self improvement. It promotes correctional health professionals' knowledge, understanding and application of standards and guidelines essential to the delivery of appropriate health care in the correctional environment; their role in delivering that care; the basic legal principles underlying their practice; and ethical obligations.

Established in 1989 by the National Commission on Correctional Health Care, the certification program was the first to recognize professionalism and excellence among individuals employed in correctional health care. The recognition is given to those who meet the program's eligibility requirements and pass a national exam.

Sager gets promoted at MCE

Montana Correctional Enterprises has promoted Sharon Sager to the position of business specialist.

Sager began working for MCE in July 1999 as an accounting technician. Her new job requires her to travel, sometimes two to three times per month, visiting other correctional facilities to establish new industries and maintain current ones. Currently, MCE has four proposed new industry programs for the women's prison in Billings.

While attending the National Correctional Industries Association Conference at Atlantic City in March, Sager learned she was featured in the association's spring 2006 newsletter as a

"Shining Star" in correctional industries.

The newsletter honored employees who are committed to their organization and share the vision of correctional industries that recognizes opportunities and explores options for expanding work opportunities for willing and able offenders.

Sager has been instrumental in launching MCE's newest industry, the sewing and embroidery program at the women's prison, in November 2005. She worked as a liaison between the MCE administrator, industries director, business manager, facilitators of other correctional industries programs, prospective customers and inmates.

Sager coordinated this program which entailed

mapping out a suitable work area, researching and identifying the equipment that would be needed, determining feasibility of projects, establishing and ensuring that security procedures were met, interviewing and hiring inmate workers, and developing training schedules.

"Sharon possesses a positive work ethic, strong communication and interpersonal skills, a commitment to excellence, a team-player attitude and integrity," said MCE Administrator Gayle Lambert. "She has an uncanny ability to motivate subordinates and peers. Her can-do attitude is sure to rub off on even the most challenging and pessimistic of offenders."

Milestone

FROM Page 6

Judges Russell Fagg and G. Todd Baugh. PSIs are prepared upon order of the court for those who either are convicted or plead guilty in some kind of agreement with the prosecution. More than nine out of every 10 reports written by Boyd involve those pleading guilty.

The process begins with an interview. The offender completes a 14-page questionnaire, which is reviewed by Boyd and the offender. Boyd conducts a criminal background check using the National Crime Information Center and reviews any previous PSIs. Sometimes he will obtain records related to an offender's psychological or chemical dependency counseling.

Boyd said he spends a lot of time verifying information an offender has supplied. For example, a check with the state child support enforcement office will sometimes disclose the true number of children a person has.

"A lot of people will underreport everything and not reveal details of their past," he said.

Although PSIs routinely include a sentencing recommendation, Boyd acknowledged that judges do not always follow the advice.

"Sometimes that's frustrating," he said. "But I'm reminded by my supervisor that we're investigating and to do as good a job at investigating as we can. If a court chooses not to follow our recommendation for rehabilitation, that's their function."

Regardless of what happens with a recommendation, PSIs have an ongoing value when offenders return to the corrections system after committing another crime, Boyd said. One or two PSIs "paint a more complete picture of an offender."

Often the reports show a person is repeatedly making the same claim that they have turned his or her life around, but they are continuing to behave the same way, he said.

Boyd considers his career a product of "sheer luck." With a degree in psychology, a fascination with conducting investigations and enjoyment of writing, he believes he found the perfect job.

Probation, Parole & Community Supervision Week
July 16-22
Safety...Solutions...Service



The Director's Corner

Mike Ferriter

process after being involved in 10 legislative sessions over the years.

I am also keenly aware of the pressures that an ever-increasing offender population has on our staff working in the adult system as well as the impact of on-going challenges faced by our staff employed in youth services.

My personal goal is to enhance my knowledge of the work our employees do and to share with them the goals of the department's management team and those of Gov. Brian Schweitzer. I plan to do this by communicating in a variety of ways including on-site visits. I want to hear employees' thoughts on the state of corrections in Montana and make it clear to them that I have no plans to overhaul our mission or our organizational structure.

As a first step I intend to meet with central office employees on July 25 to talk about their role in the corrections system and discuss our views of offenders and victims.

On a closing note, I wish Bill Slaughter well in his retirement and thank him for his dedication to this department, its mission and goals. From his first day as director, Bill always listened to me and took my comments and suggestions to heart. That simple measure of respect made working with him a very rewarding experience.

I give my best regards and a sincere thank you to all department employees for the work they do, and to Gov. Schweitzer for his confidence in me.

In my first column as Montana Department of Corrections director I will focus on the role of corrections employees who truly are the heart and soul of our agency.

My message to my 1,200 colleagues is to take pride in what you do every day because you make a difference in people's lives. Often, our accomplishments do not receive the attention they deserve and it seems that only when things go wrong in corrections do Montanans take notice. I intend to improve this perception, to step up our efforts to let the citizens know what we do and that we do it well.

The fact is we are, the vast majority of the time, successful in our mission. We are dedicated in our jobs, caring in our attitudes and professional in our behavior.

All of us are part of a team and none of us can meet our goals without the help of the person in the next office, at the next desk or in the next housing unit. When any one of us is successful in doing our job well, it reflects on all of corrections, from Miles City and Billings to Deer Lodge and Helena.

I hope that you will agree that my 29 years of experience in corrections gives me the benefit of not being a stranger. As a longtime public employee, I understand the challenges of the job and what is expected of those who are paid by hard-working taxpayers. I also understand the limits of resources and time, the political climate of the state, and the legislative

Development under way

New offender tracking system

**By Bob Anez
DOC Communications Director**

Like an aging jalopy that has outlived its years, the antiquated system used by the Department of Corrections to track thousands of offenders is headed for the software junkyard.

A team carved from the agency's Information Technology Bureau is developing a new system that will update capabilities into the 21st century.

"It's the difference between a Model T and a Lamborghini," says John Daugherty, the bureau chief.

Although the new system doesn't have a name yet, the development process has been dubbed "Argo," a tribute to the fabled ship that carried Jason and the Argonauts on their quest for the Golden Fleece.

Anita Pisarsky, project manager, said Argo was chosen because it represents an inspiring and unifying image for those charged with the task of creating the new offender-tracking system. "It sailed all over the world, and encountered and overcame obstacles," she said.

The new system will replace ACIS, or Adult Criminal Information System.



ACIS has its roots in a system devised by the Department of Administration in the late 1970s. That operation was designed merely to help corrections officials determine housing needs of offenders and keep tabs on inmate bed locations.

"It was patched and reworked over time to be able to perform," Daugherty said. "It was built to manage the prisons and nothing else."

In the mid-1980s, what was then called the Department of Institutions remodeled the system into the ACIS program that is still in use 20 years later with few modifications.

As the 1990s arrived, the department – with its name changed to corrections – decided it needed to replace the system that had its beginning when Jimmy Carter was president and no one had ever heard of something called the Internet. A special team was created in 1995 to identify the data-processing needs of the agency and decide how those needs could be met as the new century approached.

The department received \$600,000 for the project and hired a company to build a system. The money paid only for the initial assessment and the company concluded it could build a system

for \$1.75 million. The department was unable to go back to the Legislature for the additional money, because officials had earlier told lawmakers they understood that the original \$600,000 would be enough for the job.



Pisarsky

So the department decided to create its own model called "Pro-Files" in 1999. However, Daugherty said, the effort lacked a project manager, direction and training. Still, the project proceeded. But soon department officials realized the model was too difficult to operate and retrieving data was anything but easy.

After that, the direction changed and the agency looked to a program already in use in several states, called O-Track. The department applied for, but didn't get, a federal grant to pay for hardware, training, licensing fees and adapting the system to Montana's needs.

But then fortune smiled. Idaho received a \$1 million to make O-Track a Web-based program.

Now the development team is busy converting some 2,900 procedures to the new system. The work has been going on since January and, with any luck, the new system will start to be put into operation in 12-18 months, Daugherty said.

TRACKING, Page 9

Some members of the Argo development team are, left to right, Mike Hausler, Kenny Kyler, Pat Schwarz and Jon Straughn. Not pictured are Ricky Whalen and Jason Nelson.



BOMIS - Community Corrections (System Owner) - Microsoft Internet Explorer

Offender Reports/Forms Compact Admin Notify COPP Visitor

Global Offender Search

Name: A-DOG, XX Offender #: 209864
 Housing Assignment: Classification:
 Next Hearing:
 Legal Status: Status Date: Citizen: YES
 Last Receipt Date: Account Balance: 0.00
 PED: 06/14/2006 Tent. Rel.: FTRD:

| Profile | Photo: |
|-------------------|-------------------------|
| Address | 0 Legal Status 0 |
| Agent | 0 License 0 |
| Alerts | 0 Location 0 |
| Assessments | 0 Medications 0 |
| Basic Info | 1 Military 0 |
| Birth Dates | 1 Name 2 |
| Cautions | 0 Numbers 0 |
| Classes | 0 Other Photos 0 |
| Court Cases | 0 Prior Record 0 |
| Current Offense | 0 PSI 0 |
| DNA Test | 0 Scars, Marks 0 |
| Education | 0 Substances 0 |
| Employment | 0 Supervision Contact 0 |
| Family/Associates | 0 Vehicle 0 |
| File Location | 0 Victims 0 |
| Financial | 0 Wait List 0 |
| Gang | 0 Warrants 0 |
| Health | 0 |

To see Offender Photo,
Please Check photo checkbox
on Search screen .

Back

Source File: w_ps1_s1.jsp

Done Local Intranet

This is a sample of how one page of the new Web-based offender tracking system will appear on a computer screen.

Tracking

FROM Page 8

But, he cautioned, there's a lot of testing, programming and training to do before then.

The new system will allow complete management of offenders and make data analysis easier. It will track goals, objectives and needs of inmates to help officials plan their treatment, and it will chart classes taken, completed and still needed by inmates. The improved database will make it easier for prison officials to separate offenders who should not be housed together.



Daugherty

In addition, the program eventually will track inmate property and grievances; include pre-sentence investigations, inmate medical files, pre-release center records, and Board of Pardons and Parole records; allow community corrections supervisors to check case loads and determine if

offenders are being managed properly; and permit sharing of information with local law enforcement.

Utah, Idaho, New Mexico and South Carolina already are using the system. Colorado and Oregon have joined Montana in working on adapting the system.

Decisions have yet to be made on the process of actually converting operations to the new system, Daugherty said. It could oc-

cur all at once or in some piecemeal fashion.

The final decision rests with an executive steering committee that will include a representative from each division in the department, he said.

In addition to Pisarsky, development team members are Pat Schwarz, Ricky Whalen, Kenny Kyler, Jason Nelson, Mike Hausler and Jon Straughn. Also, Rob Kersch will be involved in training employees on use of the new system, and Leo LaSalle will be database administrator.

NAME THE NEW OFFENDER TRACKING SYSTEM

Send your suggestions to John Daugherty by July 31



ABOVE: Five new drill instructors sit at attention during a congratulatory speech at their graduation ceremony.

LEFT: Cory Frankovich accepts the Honor Graduate award from Dan Burden, boot camp superintendent.

Boot camp adds 5 drill instructors

**Stories by Karen Vaughn
Administrative Assistant**

Treasure State Correctional Center, the Department of Corrections boot camp outside Deer Lodge, has five new drill instructors.

Travis Benton, Helena; Cory Frankovich, Anaconda; Jacob Lindau, Butte; Heath Smith, Townsend; and Serena Spotted Elk, Arlee, recently graduated from the center's training academy. The academy is required for new drill instructors and has operated for the past nine years.

The center is a military-style correctional facility for adult offenders. A voluntary program for convicted offenders hoping to reduce the length of their prison sentence, the center stresses military tradition, bearing, drill, ceremony and physical training. The program provides for the treatment and rehabilitation of a selected offender population in a 90 to 120-day intensively structured and disciplined correctional program. The program allows the offender to achieve early release upon completion.

Drill instructors administer the military aspect of the curriculum and provide direct application of discipline, direction and guidance at the facility. The center employs 12 drill instructors for a population of 60 inmates.

The facility works under a process that requires all staff to actively interact with the offenders during all aspects of training. The new drill instructors attend the academy to achieve an overview of the center's mission and goals and to understand the various treatment lessons so they can reinforce the program's objectives on the drill floor.

Requirements for graduation included passing a practical test, a written test and a physical training test. Physical fitness standards are required so drill instructors can be perceived as positive role models by participating in and demonstrating activities.

Frankovich earned the "Honor Graduate" award for leadership. He was selected by fellow academy recruits.



LEFT: Billings Probation and Parole Officers Jennifer Welling, left, and Melanee Emmett run a program especially for boot camp graduates.

New program serves grads

Graduates of the Treasure State Correctional Training Center can find unique support in the Billings area, thanks to a pair of probation and parole officers.

Started by Officers Jennifer Welling and Melanee Emmett, the program is an aftercare, accountability group for graduates of the boot camp, or "booters," that offers them a chance to continue using the tools they have obtained while at the center. The booters meet twice a month for an hour at the Billings probation and parole office

and under the direction of Welling and Emmett.

Support, accountability and disclosures create a positive social interaction and address problems and relapse traps before they become major violations. Such traps include stress, money issues, isolation, thoughts of using drugs, or a return to problem behaviors.

The sessions also provide a chance for booters to interact with other graduates, receive feedback and talk with people

Four DOC employees nominated for ICCW award

**By Vicki Schiller-Long
Personnel Specialist**

Four Department of Corrections employees were among those nominated for this year's Interagency Committee for Change by Women's (ICCW) annual Excellence in Leadership Award ceremony.

The award honors three individuals for exemplary leadership and achievements, or for outstanding efforts to assist women to excel in the work place.

This statewide award was established by ICCW in 1999. Each year awards are presented in three categories: state government, public sector and in private business. A review panel selects the winners from submitted nominations.

The four corrections employees nominated were Julie Pribnow, administrative officer for the Board of Pardons and Parole; Cindy McKenzie, superintendent at the Riverside Youth Correctional Facility; Rhonda

Schaffer, administrator of the Administrative and Financial Services Division; and Jeri Anderson, institutional services manager at Pine Hills.

The following are profiles excerpted from nomination documents.

Pribnow has worked with felony offenders in the capacity of a case manager in a community corrections center, a parole officer, an intensive supervision parole officer, and an institutional parole officer before joining the Board of Pardons and Parole staff. She has dedicated many hours of service to professional organizations such as the Montana Corrections Association.

Pribnow is known for her knowledge of corrections, her professionalism, her character and her dedication to the job. Not only does she do a wonderful job, she inspires others around her want to do a better job by her example.

Mckenzie has worked with "the most difficult young

women" in the state in the secure correctional setting for 17 years. She holds them accountable, provides opportunities and acts as an exemplary role model to them. McKenzie is active as a member of community orga-



nizations, professional work-related organizations, and makes presentations before conferences and committees as an expert in the field of gender-related issues.

McKenzie is highly respected by her staff members and other coworkers. She treats people fairly and is never hesitant to advocate for the right solution to an issue.

Schaffer began working for the department 14 years ago as an accounting technician and worked her way up to chief of the Fiscal Bureau

before assuming her administrator's job earlier this year. During that time, she obtained a bachelor's degree from Kennedy Western University and has attended the National Institute of Corrections leadership courses to further herself professionally.

Schaffer is a member of Women Working in Corrections and the Women's Leadership Network. She fosters employees' careers by allowing them to work from the bottom up. Her strong philosophy in giving all employees, no matter what level, a say in all aspects of the department allows everyone a voice in the direction of her operations. She believes in collaborative decisions where there is group buy in.

Anderson is a young single mother who has worked hard to earn her bachelor's and master's degrees, plus certification as a licensed addiction counselor, while balancing her responsibilities of family and full-time employment.

She began her corrections career at Pine Hills as a clinical social worker and has worked her way up to institutional services manager. Anderson is fair and consistent with her employees, encouraging all of them to establish career and personal goals and to strive to reach their goals.

She demonstrates that women can achieve success in the criminal justice system which has historically been a career field dominated by men. She serves as a mentor to all staff in the facility, giving each employee the opportunity to experience new challenges.

Graduates

FROM Page 10

who understand the program they have completed.

Welling and Emmett spent two days at the boot camp near Deer Lodge to ensure continuity between their group and the program there. They expect the booters to continue their personal change using the skills and discipline they learned at the center.

"We want to have them (the booters) help lead the group and confront each other on an ongoing basis. It is a chance to address relapse prior to when it happens," Emmett said. "Hopefully it will keep the tools that they have learned active in their thought process. We want to

challenge and motivate them to continue to strive for success in their personal life without a return to old behaviors."

Welling said the sessions may include motivational and informational speakers.

They are trying to meet the needs that area booters have identified. The booters are very interested in talking as a group to area schools and that may be arranged in the fall. Booters also have expressed interest in returning to visit the boot camp.

The primary goal of the program is to help the booters remember what they learned at the center and to continue to apply that knowledge in their everyday lives.

More information on their program is available from Emmett or Welling at 896-5443.

New Employees

EDITOR'S NOTE: This list includes new hires from March 17 through June 23, 2006, based on personnel records in the central office. If you notice any errors or omissions, please call the Signpost editor at (406) 444-0409, or e-mail him at banez@mt.gov.

Central Office

Kelsey Farry
Gary Hamel
Kara Janes
Janel Martinez
Lareisa Martinez
Robert Stapley
Bailee Weis

Missoula Assessment/Sanction Center

Len Frank

Montana State Prison

Joseph Bentcik
Todd Boese
Laurel Conover
Chris Domitraschuk
Mark Eisenbeil
Thomas Gilmer
Barclay Guiot
Jimmy Harris
Larry Hooks
Darcy Hunt
Richard Johnstone
Crystal Marquart
Charles Masey
Jennifer Mason
Christine McGuire
David Medina
Larry Pasha
Gerald Penn
Billie Reich
Jeffrey Rone

Susan Rowe
Clarke Scruggs
Renee Shroyer
Kyle Silver
Joshua Sweeney
Roxanne Tymofichuk
Sandy Williamson

Montana Women's Prison

Laura Wolff

Pine Hills

Ann Cox
Christopher Gunnare
Justin Gunnare
Mark Job
Brandon Loomis
Stephanie Marquis
Cynthia Raymond
Alex Schriock
Zeth Willson

Treasure State

Jacob Lindau
Rodney Mortimore
Heath Smith
Serena Spotted Elk

Probation & Parole

Daniel Allen, Billings
Tom Anderson, Billings
Sandra Bearrow, Bozeman
Vance Canoy, Great Falls
Charlotte Dolezal, Billings
Carleen Holien, Polson
Lee Smith, Great Falls

Riverside

Wendy Austin
Mathew Johnson

Youth Transition Center

Tracy Leathers
Donavan Neujahr

MWP officers aid cancer research

Several correctional officers from the Montana Women's Prison helped raise money for cancer research, giving up a Saturday to stage a car wash and garage

sale in the parking lot of the prison.

On June 24, Daniel Root, William Johnston, Martin Scheeler, William Daniels, William Wright, Kristi Boysun, PattyWhite and Lt.

Marilyn Hammel started early that morning and worked in the hot sun until 4 p.m. to raise more than \$450 for the Relay for Life Cancer Research.



Montana Department of Corrections Mission

The Montana Department of Corrections enhances public safety, promotes positive change in offender behavior, reintegrates offenders into the community and supports victims of crime.

Signpost Deadlines

| <u>Deadline</u> | <u>Edition</u> |
|-----------------|----------------|
| March 31..... | Spring |
| June 30..... | Summer |
| Sept. 30..... | Fall |
| Dec. 30..... | Winter |

The Correctional Signpost is published by the Montana Department of Corrections at the central office, 1539 11th Ave., P.O. Box 201301, Helena, MT 59620-1301.

The *Signpost* can be found online at www.cor.state.mt.us.

DOC Director: Mike Ferriter
Signpost Editor: Bob Anez, (406) 444-0409, banez@mt.gov